



# *The* ILLINOIS ENGINEER

## ILLINOIS SOCIETY OF PROFESSIONAL ENGINEERS

INCORPORATED

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### THE ILLINOIS ENGINEER—THIS MONTH

#### Engineering—Profession or Union

*Professor Joe E. Butler of the Rolla School of Mines, Rolla, Missouri, has recently edited and published in mimeograph form a particularly fine collection of material discussing the issues which exist between the N.S.P.E. and the E.S.A. (Engineers and Scientists of America).*

*E.S.A., which limits its membership to non-supervisory engineering and scientific employees, is constituted to act as a bargaining group with management on questions involving engineering employee welfare. In other words, it proposes to function primarily as a union.*

*The N.S.P.E. which limits its membership to registered professional engineers has proposed to improve the economic and social welfare of the engineer by enhancing his importance in the eyes of the public. Furthermore, the N.S.P.E. through established policy has declared that, "It is definitely unprofessional for a professional engineer, professionally employed, voluntarily to join a heterogeneous labor union, dominated by, or obligated to, non-professional groups."*

*And so the issue between the N.S.P.E. and E.S.A. is drawn.*

*In his compilation, Professor Butler has reproduced a letter dated February 26, 1953 and written by T. S. Thompson, Member of N.S.P.E. Employment Practices Committee to A. J. Ryan, Chairman of that committee. The following statements are taken from that letter which discusses the problem presented to the N.S.P.E. by E.S.A.*

(1) "N.S.P.E. as constituted could not have stopped E.S.A. on a competition basis anymore than E.J.C. (Engineers' Joint Council) could have stopped the organization and growth of N.S.P.E. Both were organized and have grown because they serve the un-filled needs of large groups of Engineers.

(2) "The best way to pull the rug from under E.S.A. is to remove the cause and need for collective bargaining among engineers and one of the ways to do it is to get supervisory and management engineers to consider employee engineers as fellow professionals rather than overhead.

(3) "The way to prove that a professional point of view is more valid than the union point of view is to demonstrate that it provides a greater number of engineers with better income.

(4) "N.S.P.E. should definitely not start a campaign in direct opposition to E.S.A. To do so would be largely wasted effort for we do not have a substitute to offer in competition. Also, it would lose us lots of present and potential members." End of excerpts.

(Continued on page 2)

### PRESIDENT'S MESSAGE

Professional status and ethical conduct are cherished tangibles. The surveillance of the abhorrent situation of being on dead center without movement and without progress gives rise to condemnation. We can do no less than condemn those who resist the resolving of the "Unity of the Profession." By selfish action, postponement of "Unity" is being pursued, even to the transgression upon those cherished tangibles. By selfish mode, the mandate of the grass roots by right-of-vote is denied.

I.S.P.E. will not admit nor surrender to the whims of folly of projecting the existing multiplicity of Engineering Societies without over-all "Unity of the Profession." It is not willing to be carried in whichever direction the tide flows. It is working in close liaison with N.S.P.E. The single factor in founding the National Society of Professional Engineers was on the premise of "Unity of the Profession."

Having now built a base to work on, let us progress further our professional stature!! If we are left on dead center, we will not obtain the success and security of the Profession and recognition of the public, which we must have. The structure of N.S.P.E. and affiliated State Societies was well thought out and their plans are being well executed to attract those desirous of "Unity." It is repelling the sense of postponement with full thought and momentum. It is attracting recognition of the public, industry and of the greater number of members of the founder engineering societies. A sound policy is being accelerated and not postponed. We are dealing realistically to obtain the aims to solidify the Profession.

One further comment is perhaps in order. The human tendency to temporize over critical conditions can sometimes be exaggerated by the use of over-elaborate reasoning, often brought to bear on particular decisions affecting "Unity of the Profession." Some might argue that there will be a duplication of the work of the technical or founder societies. Such is not the case, because: Technical Societies are concerned primarily with the technological advancement, while the Professional Socie-

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ties are concerned with the professional, social and economic problems common to all engineers.

It has been proved that the several engineering societies working separately are not effective in securing recognition. As a matter of fact, during the N.R.A. days, the multiple groups representing the various engineering societies were ordered to set up a single organization, to be heard by the N.R.A.; thus was the founding of N.S.P.E.

The fact remains that the decision is the responsibility, ultimately, of each individual Professional Engineer. He should cause the fully-organized factual pro-and-con material to be placed before each engineer of the various societies for full evaluation. Then only can the alternatives be weighed to take action as the facts dictate. I.S.P.E. will welcome the opportunity of supplying such factual material. It seeks "Unity" for all branches of the Engineering Profession.

RAYMOND G. BRICHLER, President, I.S.P.E.

#### ROCKFORD HOLDS MEETING ON MANPOWER

Rockford Chapter recently held a meeting devoted to a panel discussion on the Effective Utilization of Engineering Manpower. Members of the Panel were F. T. Agthe, Consulting Engineer, Allis-Chalmers, Professor Henry Goehring, Placement Director, University of Wisconsin, and Mr. E. W. Seeger, Vice President, Cutler Hammer, Inc., Vice President, N.S.P.E.

#### CHICAGO CHAPTER SEES ENGINEER'S EYE VIEW OF NEW ZEALAND

Prepared by K. AUSTIN JEWELL

At a recent meeting of the Chicago Chapter, Mr. Victor Streeter spoke on "New Zealand — The Sportsmen's Paradise." Doctor Streeter, a Professor at the Illinois Institute of Technology, recently spent a year in New Zealand on a Fulbright Scholarship during which time he taught hydrodynamics at Canterbury University College in Christ's Church, New Zealand.

New Zealand is principally an agricultural country with sheep being raised throughout the islands. It is an extremely easy process raising sheep. They require practically no attention and are left alone for as long as three and four months at a time. Beef is also raised in the country and because of the plentiful supply of meats, New Zealanders eat twice as much meat per capita as the United States population. Beef costs about 24c per pound; butter 22c per pound; bread 6c per pound and milk 8c per quart. These are the low priced items. Practically everything else is much higher priced than in the United States and, as a result, living costs are just as great overall. Since New Zealand is a socialized economy, the cheap items are cheap because they are either natural or subsidized by the government. Electric power is an inexpensive item in New Zealand costing only 1/2 cent per kilowatt-hour but it is very limited in quantity. The low price results from government subsidy.

Engineers are very low paid because all work for the government. The lack of competition, due to the socialistic setup, is evident in everything and it works to the detriment of the country. The products are not good because there is no competitive sphere to improve them and no incentive. The people come to work late, have tea, go to lunch, have tea again, then go home. Productivity per person is extremely low. Cars are scarce and infrequently used so they last many years and you see a great many antique models on the roads.

#### HAROLD SOMMERSCHIELD, MEMBER CHICAGO CHAPTER, JOINS HAUSMAN STEEL COMPANY

Harold F. Sommerschild has been appointed as Assistant to Mr. R. I. Jervis, Manager of the Capitol Steel Division of the Hausman Steel Company of Toledo. Mr. Sommerschild will have his headquarters in Lansing, Michigan.



H. F. SOMMERSCHILD

Mr. Sommerschild started his engineering career with Sargent and Lundy in Chicago, Illinois, after which he was associated with the Harza Engineering Company for 15 years. He was later Structural Representative for the Portland Cement Association for several years during which time he served as lecturer for the Quality Concrete Program of the Association. Prior to his leaving Chicago he was Chief Engineer for the Abell-Howe Company, Chicago, Contractor.

#### THE ILLINOIS ENGINEER—THIS MONTH

(Continued from page 1)

*These are significant statements made by a professionally minded member of the N.S.P.E. Will the future see a line drawn between an N.S.P.E., primarily employer in membership and an E.S.A., whose membership is made up of engineering employees or will a united profession be able to iron out the differences in one overall organization? Those of us who hold that engineering is a profession hope for a positive answer to the second of these questions.*

*E.S.A. claims a membership of 30,000. The N.S.P.E. has about the same number.*

W. A. OLIVER, Editor



# Report of National Directors

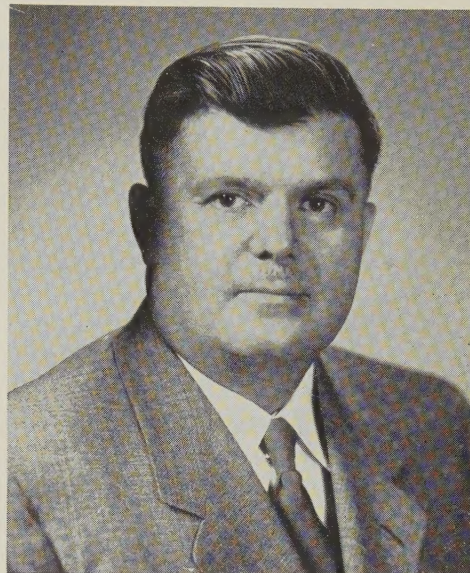
Annual Meeting of the National Society of  
Professional Engineers

Held at Daytona Beach, Florida

June 18 to June 20, 1953



GEORGE DeMENT



LEE I. OSBORN

A most successful and meaningful meeting of the National Society of Professional Engineers was held in Daytona Beach, Florida, June 18 to June 20, 1953. Significantly, all States that are represented in the National Society of Professional Engineers had at least one Director present. Also, all the National Officers except one were present at this meeting. This is the finest attendance record for many, many years.

It was reported that membership as of May 31, 1953 was 30,438, a gain of nearly 3,000 over the previous year.

The enthusiasm at the meeting and the membership report were indications of a growing and aggressive organization.

Chairman Clarence Shoch of the Legislative Committee reported on activities before the 83rd Congress with relation to Professional Engineers. His Committee has appeared before various Committees of the Congress in support of the present professional provisions of the Taft-Hartley Law. There has been an attempt to amend the law so that these provisions will be eliminated. Mr. Shoch appeared before a Committee studying the Taft-Hartley Law and supported the "freedom of association" principle that now exists in the law.

The Legislative Committee has been actively associated with other phases of legislation, such as Salary Stabilization, Social Security, Salaries of federally-employed engineers, retirement income, Armed Forces Reserves and Manpower, Officer Personnel Act and Air Force Organization Act, development of natural resources by private enterprise, advance planning of public works, federal aid to engineering education, finality clauses in

government contracts, tax deduction for educational expenses and many other phases of National Legislation.

There is no question but that the continuing activities of the Legislative Committee are putting the Professional Engineers on the map as far as the Federal Government and the Legislative bodies of the Federal Government are concerned. The Committees of Congress not only allow us to testify before them, but in many cases are now asking advice of the National Headquarters of N.S.P.E.

Chairman Roush summarized developments of the Public Relations Committee. Mr. Roush's remarks were opened with a statement that the Preamble of the Constitution for the National Society of Professional Engineers states, "it is an educational institution for the promotion and protection of the profession as a social and economic influence."

He stated that it was the aim of the Public Relations Committee to create a positive and favorable impression on the individual and society, and that the Public Relations Committee was charged with creating this impression.

The AMERICAN ENGINEER has carried articles on professionalism. It has reported many of the meritorious happenings at the State and Local levels as source of inspiration to others. It has discussed Registration, Ethics, Enforcement, and many other items of educational nature for the engineer.

A second most important segment of carrying out the provisions of the statement given above from the Preamble is to gain the interest of the top management



in industry, government and other agencies so that they will fully appreciate the value of the engineers in their organization. To gain the interest of this group, we must offer them a worth while service at the same time that we are trying to tell our story.

Chairman Roush stated that to accomplish the function of this second most important aspect of public relations, an "executive research survey" form of activity was adopted. There were many aspects of this particular endeavor but it is worth repeating that approximately 150 top men in industry, government, education, and in the editorial field were asked to name some of their most serious problems of management relative to the use of engineers. The first two of the four most important problems named by this group were attacked by the "Professional Engineers Conference Board for Industry" which consisted of the top management personnel in many of our major industries and governmental agencies. This group was acquainted with and friendly to the aims of our society.

Two survey reports have been printed, namely, "How to Improve Engineering — Management Communication," and "How to Improve the Utilization of Engineering Manpower." These two reports have had wide distribution throughout the country. Many copies were purchased by industry to use in formulating their own programs. While being of service to industry in general, these reports have received much favorable publicity in the press, and there are now 15,000 copies of the reports in use.

Mr. Roush stated that the society is now endeavoring to secure a writer or public relations person for the Washington staff so that we can compile and write a third and fourth report. A third and most important aspect of public relations, according to Mr. Roush, is the activity that can be effectively carried on by each Engineer in his daily contact with others, either as individual or groups; that is, such as Civic Clubs, P.T.A., Church, Trade Associations, etc.

An important activity that can be carried on in this particular aspect of public relations is the widely publicized Engineers' Week that has been sponsored by N.S.P.E. The 1953 National Engineers' Week observance has been an outstanding event for the engineering profession throughout the nation. Through radio, television, newspaper and special feature events, the theme of this year's program has been brought to millions, and each chapter is urged to prepare well in advance for the next Engineers' Week which can do much to publicize the engineering profession and to educate the public in general as to value of engineers to society.

This report of your National Directors has dealt primarily with two committees which seem to appeal to all fields of engineering and to all individuals in the engineering profession; but there is a tremendous amount of work carried on by committees throughout the year. It is certainly a very satisfying experience to sit through the sessions of an annual meeting and

listen to reports by men who indicate that they have devoted many, many hours to their committee work. Certainly, it is satisfying to hear men like Dean Dunn of the University of Oklahoma explain the activities of the Education Committee and to hear recommendations that he has for future policies that the Society should follow regarding the education of our future engineers.

Or to hear Chairman Emerson of the Interprofessional Relations Committee report that arrangements have been made with the American Institute of Architects and the American Medical Association to consider problems of mutual interests.

Or to hear Chairman Blackburn report for the young Engineers' Committee and urge all Chapters in the States to create a more active interest of the E.I.T.'s in the various N.S.P.E. activity.

All these activities are carried on by men who are vitally interested in the progress of the engineering profession. Many other reports were presented but, of course, they cannot all be reported at one time by the National Directors that attended the meeting. It is hoped that the Chapters throughout the State will invite the National Directors to discuss these matters more fully at some of the Chapter Meetings.

*A most important action with regards to the affairs of the National Society of Professional Engineers was taken when the Board approved a change in the dues effective January 1, 1954. By a roll call in which 30 states voted for a change in dues and nine states voted against a change in dues, the action was approved and the dues were increased \$3.00 per year. The following dues will be in force after January 1, 1954 for National Society Members:*

1. Professional Engineer Members.....	\$10.00
2. Engineer-in-Training Members.....	4.00
3. Members-at-large.....	15.00

The necessity of a decided increase in the tempo of N.S.P.E. activities, particularly in regard to an effective prestige building program has been evident for some time. If N.S.P.E. is to accomplish the objectives set forth in its constitution, it must build and maintain a strong organization which will educate the profession by dissemination of information regarding the importance of engineering activities to the social and economic welfare of our nation and its people. With prestige, adequate compensation can be obtained for all the members of the engineering profession.

The additional money provided by the dues increase will be used for various continuing functions of the Society. The costs of society management have been increased due to the inflation of the dollar. It has become most important that a third meeting of the Board of Directors be provided each year, and this was not possible under our existing budget. Meetings of some of the more important committees need to be held between Board of Direction Meetings and this requires a part of the dues increase. Added income needs to be



provided in the budget of National to care for the continuing activities of our public relations program.

These are some of the more important reasons for a dues increase. It was stated by one of the members that with the widening and increasing influence of N.S.P.E., engineers can no longer afford to have N.S.P.E. operate on an austere budget if they hope to accomplish the stated objectives of the society.

The next annual meeting of the National Society of Professional Engineers will be held in Milwaukee, Wisconsin, and the members of the Illinois Society of Professional Engineers are urged to plan to be present at some, if not all, of the sessions of this meeting. By so doing, you will see at firsthand of the many activities your National Society is carrying on in your behalf.

## Report on the Annual Meeting at Rock Island

MARCH 26, 27, AND 28, 1953

*The Board of Direction of the Illinois Society instructed the Editor to prepare a report on the last meeting of the 68th Board held on March 26 last, to be printed in the ILLINOIS ENGINEER. A report of that meeting, of the Annual Meeting held on March 27, and of the first meeting of the 69th Board held on March 28, has been prepared by Mr. W. D. Mitchell, Director from Champaign County Chapter for presentation to that Chapter. This report so thoroughly covers the material which the Editor was instructed to prepare that he has obtained Mr. Mitchell's permission to present extracts therefrom in this issue of the magazine in lieu of a report prepared by himself.*

An important part of the time on all three days in Rock Island was spent in consideration of the report of the Exploratory Committee. This special committee had been assigned the task of considering the causes for the lack of society growth.

For proper introduction, we must go back to the meeting of the Board of Direction which was held in Chicago on September 5. During the roll call of chapters, the representative of the Chicago chapter spoke at some length. I now quote from the official minutes: "He viewed with alarm the startling membership reports coming out weekly from the State Secretary's office. He suggested a special committee to report to the Board an explanation of the situation." Later, under new business, "It was moved by Sommerschild and properly seconded that: The Chair appoint a committee of five to make an analysis of our Society to determine causes for lack of growth, and to report to the Board of Direction the steps to be taken to overcome the situation. Report at next Board meeting."

We come now to the next Board meeting in January of this year. It was in the early part of this meeting that the Board was first informed that Prof. Babbitt had decided that he could not be available as a candidate for Secretary after the Rock Island annual meeting. Later in the meeting, "Under old business, Mr. Sommerschild made a brief oral statement concerning the report of activity of his committee on Lack of Growth. Rather than make a detailed report, with recommendations, at this time, he requested and was informally granted permission to postpone the report of his Committee until the next Board meeting."

Under new business, "President Spicer appointed a committee to consider and to recommend to the next Board meeting, procedure by the Board for the replacement of Mr. Babbitt . . . President Spicer appointed Mr. Babbitt, Chairman, Messrs. Gardner and Mitchell, and the Nominating Committee."

This brings us to the morning session of the first Board meeting at Rock Island. After routine business and reports had been disposed of, call was made for reports of special committees. First among these was the report of the Sommerschild Committee on Lack of Growth, the name of which had now been changed to "The Exploratory Committee." Mimeographed copies were passed out to each member of the Board, and Mr. Sommerschild discussed the highlights of the report. The report follows.

### Report of the Exploratory Committee Illinois Society of Professional Engineers (As Revised at the Board Meeting) March 26, 1953

The work of the Exploratory Committee was started by correspondence between the various members of the Committee. On Saturday, January 10, 1953, a meeting of the Committee was held at the Chicago Engineers Club. It was hoped that we could correlate the information that had been obtained through correspondence and personal contact by the various members of the Committee at this meeting. This would have made it possible for us to present a report at the meeting of the Board of Direction held in Decatur on January 17, 1953, as scheduled. It developed, however, that evidence was presented at this meeting which carried serious implications. The members present deemed it advisable not to present a report to the Board meeting on January 17 without further substantiation of the evidence presented. A three-point procedure was decided upon as follows:

1. To present an interim report to the Board meeting and request additional time to obtain more evidence.
2. To write a letter to each of the persons who had resigned during the past year, requesting that they inform us of their reasons for resignation.
3. To write a letter to a number of our members, who had been active leaders of the Society, requesting suggestions which, in their opinion, would stimulate the Society.



Some of the replies did substantiate the evidence presented at our Committee meeting.

The conclusion reached from our investigation is that our lack of growth is caused primarily by difficulties of administration which result from the fact that our officers are unable to devote full time leadership. This conclusion is not an indictment of our executive officers exclusively for it is appreciated that their activity is on a part-time basis. It is an indictment of each member of our Board of Direction, through failure to recognize that it is not possible to operate on a part-time basis any longer if we have a sincere desire for further growth.

It is the recommendation of this Committee, therefore, that the Society procure a full-time Executive Secretary; that the man selected preferably be an engineer; that he be a man with mature judgment; one capable of commanding a salary of from \$8,000-\$10,000 per year.

It is natural to question, "Who will pay for all this?" Several suggestions have been offered to defray this expense. We present four such suggestions which we deem appropriate.

1. The utilization of a portion of the bonds presently held as investments during the first year.
  - (a) It is the opinion of the Committee that a capable man would soon pay for himself.
2. To raise our dues.
3. A request for voluntary subscription from our membership.
4. The elimination of the Illinois Engineer in its present form. Its function could be more economically accomplished by a news-letter on State affairs similar to the Washington Letter as published by N.S.P.E. on National affairs. Arrangement for the use of a number of pages each month in the American Engineer covering I.S.P.E. functions would supplement the Newsletter.

Many facts in the mechanics of making this change must be considered. This Committee recommends that the following steps be followed:

1. That the interim secretary-treasurer be chosen in accordance with Article VIII Section 3 of our constitution.
2. That a Committee be appointed by the new President at the organizational meeting of the New Board of Direction Saturday morning. (i.e. Mar. 28th)
  - (a) That this Committee be charged with the responsibility of reviewing candidates for the position.
  - (b) That the Committee present its recommendation to the Board of Direction at its next meeting.
  - (c) That the President call a special Board meeting for the consideration of this matter.

We further recommend that the office of the Society be moved to Springfield. This would facilitate the activity of the Society by virtue of central geographic location and proximity to legislative activity.

We further recommend that presently appointed officers be chosen by election by the membership of the Society.

It is recognized that the foregoing recommendations can not be consummated without prior constitutional and by-law changes. We, therefore, recommend:

1. That the new President appoint a Special Committee to examine our constitution for changes required to facilitate these recommendations.
2. That this Committee report to the Board of Direction at the same meeting as the committee for review of Executive Secretary candidates.

We recommend that this Report be read before the Annual Meeting to apprise the membership of its contents. We further recommend that a record of the actions taken on each recommendation of this Report be read to the Annual Meeting.

It is the sincere desire of each member of this Committee that this Report will result in action that will prove of benefit to our Society.

The Committee wishes to acknowledge with thanks the financial support granted to this Committee by the Chicago Chapter.

Respectfully submitted,

THE EXPLORATORY COMMITTEE

H. F. Sommerschild, Chairman	J. C. Dietz
W. T. Hooper, Jr.	J. R. Gardner
D. S. Magowan	C. J. McLean

The following is a condensed quotation from the official minutes: "Mr. Sommerschild moved that the recommendations of the report be approved. Motion was seconded by Mr. Crawford. President Spicer asked if all members of the committee had signed the report. Mr. Sommerschild replied in the negative, but that he thought that they would probably all concur. Detailed discussion followed . . . no permanent record (of which) was made. Mr. Crawford wished it thoroughly understood that the recommendation . . . that the Society be moved to Springfield was not a result of pressure brought by Capital Chapter . . . Mr. Sommerschild withdrew his motion with consent of Mr. Crawford. Mr. DeMent moved and Mr. Shanahan seconded that the Exploratory Committee reconsider its report and present it to the next Board Meeting. Motion carried unanimously."

The Board next received the report of the Committee to Consider Successor to Prof. Babbitt.

Report of the Committee to Consider Successor to H. E. Babbitt as Secretary-Treasurer of Illinois Society of Professional Engineers

This committee was assigned the task to . . . "consider and to recommend procedure by the Board for the replacement of Mr. Babbitt" as Secretary-Treasurer.

Under terms of the Society's Constitution it is the duty of the Past Presidents Committee to nominate candidates for all officers of the Society elected by the Board of Direction. There is, however, no constitutional prohibition against nominations from other sources and no restriction covering who shall be elected. In so far as the Secretary-Treasurer is concerned, he must be a



National member, because, upon election by the Board, he becomes a member of the Board. In view of the fact that the members of the Past Presidents Committee are also members of this committee, there is complete harmony on the nominee to be named by both committees.

This committee has considered, therefore, that its duties constitute more than the mere nomination of a successor. We are concerned with recommendations of procedure in tiding over the change from one to another person and changes in the conduct of the Secretary's office. Our constitution prescribes duties of the Secretary-Treasurer, but it does not cover all the work that has been handled by him.

In addition to the duties assigned him by the constitution, the Secretary, with the assistance of employed personnel, has handled what might be called some of the executive work and all of the clerical work of the Society. His office has acted as the executive center for the carrying out of mandates from the Board of Direction, of directives from the President and of the Executive Committee; has coordinated the work of the Chapters and of the Society Committees on a State level; and has been a liaison center between the National and State Societies. In brief, the Secretary's Office has been the center for Society work, other than that done by officers, Chapters, and Committees.

The accumulation of work, not specified in the constitution, that is now performed in the office of the Secretary-Treasurer has been a result of slow growth and precedent in the Society. Some years ago the detailed work became so time-consuming that the employment of a full-time assistant was authorized. He was given the title of Field Secretary, and is now known as Assistant Secretary. The responsibility for the office and for the work of the Assistant Secretary has continued to be that of the Secretary-Treasurer to whom the Assistant Secretary has reported. However, the work and responsibilities of the office have continued to grow and the position of the Assistant Secretary has continued to increase in importance and influence in the Society. He has represented the State Society at Chapter meetings; he discusses legislative matters during Legislative sessions and between such sessions; and, he frequently represents the Society to the public. It is the continuation of this work and of these responsibilities for which the Board should make provision at this time.

This Committee cannot properly recommend action by this board at this meeting (March 26, 1953) that will alter the constitutional duties of the Secretary-Treasurer. We can only remind the Board of those duties in order that their effect on our recommended procedure may be weighed.

In view of the constitutional requirements, and of the particular situation existing in the office of the Secretary-Treasurer, this Committee recommends:

- (1) That a suitable individual be elected by the Board at its meeting on March 28 to fill the Constitutional position of Secretary-Treasurer, and that

his duties include full responsibility to the Board for the conduct of the Secretary's office.

- (2) That Mr. P. E. Roberts be requested to continue to carry on the work of the Society office under the direction of the Secretary-Treasurer, and that Mr. Roberts' title be changed to Executive Secretary. The conditions of Mr. Roberts' employment, responsibilities, and remuneration should be specified in a mutually agreeable contract to be executed between him and the Society for the protection of all concerned. Among the important features to be included in the contract should be:
  - (a) Its term, which should be for the year between annual meetings;
  - (b) the remuneration, which should be that provided in the budget, and
  - (c) provision for termination by either the Society or by Mr. Roberts, with not less than 30 days notice by either to the other.
- (3) That in the event of the resignation of Mr. Roberts, or other situations which might leave the positions open, it be the responsibility of the Secretary-Treasurer, with such assistance from the Board of Direction or of the Executive Committee as he may desire, to employ a successor to Mr. Roberts subject to subsequent approval by the Board of Direction.
- (4) That Mr. A. Douglas Spicer, who fulfills all of the requirements for the office, be appointed as Secretary-Treasurer to succeed Mr. Babbitt.

Respectfully submitted,

H. E. Babbitt, Chairman	V. E. Gunlock
George E. Ekblaw	W. D. Mitchell
J. R. Gardner	James Whelan

This report was accepted by a vote of 10 to 6.

At the Annual Meeting on Friday, both reports were read, and it was explained by the Secretary that both were being presented for the information of the assembled members. It was moved by Herb Hudson that the membership approve the report of Committee on Successor to Prof. Babbitt, and that we then proceed to express our opinions, point by point, on the recommendations of the Exploratory Committee. The official minutes do not state that this motion was carried, but the meeting did in fact proceed to consideration of the recommendations of the latter report. After much discussion, all but two of the recommendations were approved. Those rejected were concerning the election of presently appointed officers, and concerning the special committee to recommend changes in the Constitution. The other recommendations were carried by a majority of about 3 to 1.

All of this set the stage for a lively session in the meeting of the new Board on Saturday. For the office of Secretary-Treasurer, the name of Doug Spicer was submitted by the nominating committee, and that of Prof. Duba was submitted from the floor. The secret ballot was 15 to 5 in favor of Mr. Spicer.

There is one more item. It was voted that the Presi-



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dent appoint a committee to study the report of the Exploratory Committee in all its phases, coordinate it with original thought of the recommendations, prepare it for presentation to the membership, working with all necessary committees of the Society and clearing on its final form with the original Exploratory Committee, and reporting to the Board by the Fall meeting.

This brings us up-to-date. But most of the issues have not yet been resolved. It seems likely that not only the Board of Direction, but also the entire membership of the Society, soon may be asked to consider certain recommendations from the report of the Exploratory Committee. Meanwhile, it is hoped that you will be thinking, and it is hoped that you will be talking, about the following questions:

1. Do you wish to take from appointed officers their right to vote as members of the Board of Direction?
2. Do you wish Society headquarters to be moved to Springfield?
3. Do you wish to have an Executive Secretary, or an Executive Director? If you wish an Executive Director, shall we change the Constitution so as to make him responsible to the Board of Direction,

rather than responsible to the Secretary-Treasurer?

4. Do you wish to pay an executive officer a salary of \$8,000 to \$10,000 per year? If so, where will the money come from?
  - a. Do you wish to use our little nest egg of bonds?
  - b. Do you wish to raise Society dues?
  - c. Do you wish to make voluntary contributions?
  - d. Do you wish to discontinue the Illinois Engineer?

## COST OF LIVING INDEX

The correction factor to be applied to the I.S.P.E. Schedule of Minimum Fees and Salaries was 190.9 for June, 1953. The factor is based upon the U. S. Department of Labor's most recent Consumer Price Index.

I hold every man a debtor to his profession;  
from the which as men of course do seek to re-  
ceive countenance and profit, so ought they of  
duty to endeavor themselves by way of amends  
to be a help and ornament thereunto.

Sir Francis Bacon



Featured

in

This Issue

REPORT OF THE

N.S.P.E.

ANNUAL MEETING

at

Daytona Beach,

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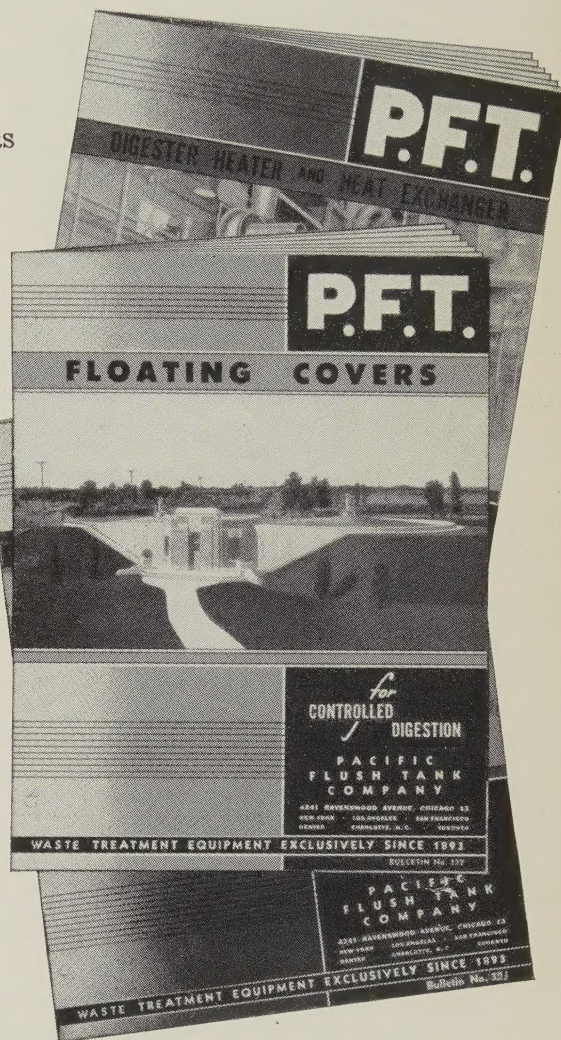


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### MR. COPELL ON NEW ASSIGNMENT

Mr. Edgar F. Copell has joined the consulting engineering organization of DeLeuw, Cather & Company as chief engineer of the New England section. Offices have been established at 345 Boylston Street, Brookline, Massachusetts. Mr. Copell, until recently, was commissioner of the Metropolitan District Commission with offices in Boston. He has been associated with the Commonwealth of Massachusetts in various capacities for 30 years, the longest tenure of office being as traffic engineer of the Department of Public Works.

DeLeuw, Cather & Company is currently engaged by the Massachusetts Turnpike Authority in connection

with the preparation of a traffic and revenues report on the proposed Massachusetts Turnpike. The organization specializes in the engineering of major civil works such as turnpikes, railroad grade separations, subways, and railroad facilities. They also engage in the design of industrial buildings, municipal facilities and public transportation systems, as well as in economic studies.

Eight out of ten vacationists travel by car—14 per cent travel more than 2,000 miles per trip. Forty-nine per cent travel 600 miles or more.

Success is getting what you want; happiness is wanting what you get.  
—Anon.



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*These items are from information furnished by the Engineering Societies Personnel Service, Inc., Chicago. This SERVICE is operated on a co-operative non-profit basis by the Illinois Society of Professional Engineers, and the national societies of Civil, Electrical, Mechanical and Mining and Metallurgical Engineers. Apply to ESPS, Chicago and the key number indicated. Prepared ENGINEERS AVAILABLE advertisements limited to 40 words, with typed resumé attached may be submitted to ESPS, Chicago by members of the Illinois Society of Professional Engineers at no charge.*

*If placed in a position as a result of an Engineers Available or Position Available advertisement, applicants agree to pay the established placement fee. These rates are available on request and are sufficient to maintain an effective non-profit personnel service. A weekly bulletin of positions open is available to subscribers. Apply E.S.P.S., Chicago.*

### OVER THE MANAGER'S DESK

August is the month when most people are heading for their summer cottages. Why don't YOU head for E.S.P.S. and get that new job you've been thinking about? Get the jump on those who are waiting until Fall to start looking. E.S.P.S. has many fine opportunities open for Men with ambition. Why not stop in during your vacation and let us go to work for you?

Now is the time for you employers to throw your line out and hook that engineer you have been looking for. E.S.P.S. has a lot of good bait. J. H.

### MEN AVAILABLE

**Development.** E.E. 25. Two yrs. conception of new or improved products, development, testing and consultation with vendors. Seven mos. design of lighting and power distribution systems for commercial and industrial bldgs. \$6000. Chicago. 665-PE

**Factory Manager.** 39. Nineteen mos. assistant Mfg. V. P. of bakery. Fourteen mos. Plant Manager of plastic plant. Twenty-five mos. production engrg. consultant. Fifteen mos. mail order methods and standards. Seven yrs. Production Manager leather goods. Chicago. \$6500. 666-PE

**Factory Mgr.** M.E. 33. Three mos. responsible for all foundry operation. Forty-two mos. resp. for all phases production, machining, and finishing al. and magnesium perm. mold and die castings. Two yrs. design of heavy machinery. \$7000. Midwest. 667-PE

**Factory Mgr.** M.S. Met. 37. Five yrs. supervised plant with four distinct operations. Three yrs. research engineer charge of three projects. Four yrs. Process development, trouble shooting and research. U. S. \$12,000. 668-PE

**Development.** E.E. 27. Thirty-three mos. Project Eng. clearing up inherent design difficulties, plan assembly sequences, draw up test chart, and process engineering. Midwest. \$5200. 669-PE

**Designer.** Aero. 27. Three yrs. design and layout of new implements and associated machinery. \$5100. Midwest. 670-PE

**Surveyor.** Mine Engr. 28. One yr. Mine management and engineering surveying, purchasing, time and cost keeping. \$3900. Midwest. 671-PE

**Chemical Engr.** Ph.D. Chem Eng. 37. Eight and one half yrs. Research Engr. charge of one project, consulting on others, selection of personnel, technical direction, initiated research programs, development of research programs. \$10,000. Chicago. 673-PE

**Chemist.** Ch.E. 38. Eleven yrs. Chief Chem., set up lab., train men, development of methods of analysis, set up procedures on ferrous and non-ferrous alloys, ores, water, coal, etc. Midwest. \$9,000. 672-PE

**Chemist.** M.S. Ch.E. 38. Four yrs. teaching research. Four yrs. Chemist, non routine analytical work, development of analytical methods, and analysis of competitive products. \$4800. Midwest. 674-PE

**Product Engr.** Mech. Engr. 24. Nine mos. prepare job specifications, make cost reduction studies, and introduce improvements in manuf. \$4400. Midwest. 675-PE

**Sales Mgr.** Chem. and Phys. 40. Eleven yrs. selling liquid and dust filters, chlorinators, pumps and industrial filters and flow control equip. Six yrs. development and analytical work on hydraulic cements, asbestos cement compositions, insulation and inorganic coatings. \$7500. 676-PE

**Sales Mgr.** 48. Eighteen mos. direct national distribution of full line of sound control products, resp. for pricing and policy. Six yrs. supervised activities and training of 18 men who promoted complete line of bldg. materials. \$15,000. Midwest. 677-PE

### POSITIONS AVAILABLE

**Methods Engineer.** Age: to 40. 10 yrs. plus exp. in methods and process work. Knowledge of automotive manufacturing. Duties: charge of methods, processes, production and cost systems for automotive manuf. Salary: \$6000 to \$7500. Loc.: Chicago. C-1107

**Plant Engineer.** Grad. Mech. Age: to 35. 0-5 yrs. exp. in plant engineering. Duties: plant engineer in plant employing 400. New position in company working under supervision of central, engineering office on plant maintenance, plant layout, machine and equipment design, manufacturer of plastic and asphalt tile. Salary: \$390-\$450. Employer will negotiate fee. Location: Chicago. C-1106

**Field Engineer.** Age: 27-40. C.E. 3 plus years exp. in design or construction of municipal paving work. Duties: field engineering work, promotional activities calling on engineers, contractors, and public officials. Salary: \$500-\$600 per month. Employer will negotiate fee. Loc: Chicago. C-1104

**Designer—Structural.** Grad. Structural or Civil Engr. 5 plus yrs. exp. Duties: must be licensed structural engineer in State of Ill. Duties: will be designing structures for electrical sub-stations. Salary: about \$8400 yr. Empl. will negotiate fee. Location: West Suburb. C-1098

**Sanitary Engineer.** Grad. C.E. or San. Age: 35 plus. 5 years exp. in laying out municipal sewage and sanitary plants. Duties: complete layout of sanitary plants for municipalities. Good personality able to talk to city managers, public officials, etc. Salary \$10,000 to \$12,000. Loc: Chicago. C-1102

**Assistant Chief Draftsman.** Education: open if he has exper. Age: to 55. 2 yrs. exp. refrigeration development on practical drafting or die formed sheet metal products, injection moulded plastic items. Should be familiar with dimensional tolerances, choice of materials, finished, etc. Duties: assist chief draftsman supervising group of personnel engaged in design development drafting of an assigned product, asst. in scheduling and assigning work, checking drawings. For Mfgs. home appliances. Salary: \$100 or over. Loc.: Ill. Empl. will pay fee. C-1100(a)

**Asst. Chief Draftsman.** Open if has exp. Age: to 55. 2 yrs. exp. laundry devel. on practical dftg. of die castings and mechanisms of automatic washers. Exp. on die formed sheet metal products, injection molded plastic items and should be familiar with dimensional tolerances, choice of mtl., finished, etc. Asst. ch. Dfts. in supv. group of personnel engaged in design-develop. dftg. of assigned product, assist in scheduling and assigning work and in checking dwgs. Sal.: \$100. Loc: Ill. Employer will pay fee. C-1100(b)

**Tool Designer.** M.E. Age: up to 40 plus yrs. exp. in tool design and machinery for production. Knowledge machine tools. Duties: design tools, dies, jugs and fixtures for production equipment. For a forging manufacture. Salary: up to \$600 per mo. Employer will pay fee. Location: Chicago. C-1099(a)

**Welding Engineer.** Eng. or Metal Eng. Age: up to 28. Recent graduates may be considered. Knowledge of submerged welding. Duties: assist welding engineer or recommend welds, equipment, etc. Salary \$85-\$90. Employer will pay fee. Location: Chicago. C-1099(b)

**Sales Engineer.** Grad. Mech. Age: 25 plus. 1 plus year's exp. in sales on engineering preferably pumps or material handling equipment. Duties: sales engineering assist salesman in selling line of pumps and conveyors. Must be aggressive and have good personality. Salary: \$350 base plus \$150 expenses. Employer will pay fee. C-1105



**"WHAT SOCIETY ASKS OF ITS ENGINEERS"**

*(Excerpts from an address by Dr. Vannevar Bush at a meeting of the local sections of the Founders Society held in New York City to celebrate the Centennial of Engineering)*

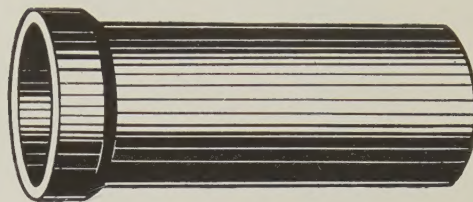
"We ask a great deal of an engineer. We require that he understand science, or at least that he have such a fundamental grasp of it that he can readily acquire a working knowledge of those aspects of any field of science which are ready for application. On the other hand, we require that he be proficient in economics, in business, and moreover, that he have a working knowledge of those branches of social science having to do with human reactions in organizations or in the market places. The second requirement is more severe than the first. Often it is met, not as a result of formal studies in the field, but as a consequence of practice, of living in a world of men, and of being alert and able to continue to learn.

"It would be a calamity, not only for the engineering profession but also for the public at large, if the engineer should abdicate his true position in society by failing to meet expanding demands and opportunities. As science becomes applied more widely, it is essential that it be applied wisely as well. This involves much more than that the application should be a profitable one, bringing public benefit and maintaining sound industry, important though this is. The applications must be made with a keen realization of their ultimate effect upon society as a whole. The touch of the sound engineer, well grounded in all the interplay of human relations, is essential if we are to move forward to a wider use of science in our daily affairs and do so with true wisdom. The profession of engineering must grow with its opportunities and responsibilities. . . .

"It is said that there may be a great lack of engineers in the years ahead. I do not think this is necessarily true if the scope of our profession is enlarged. . . . Many of our greatest engineers in the past have come into the profession by unusual paths. There is no reason why we should not make engineers out of men from other fields if we need them, especially if they find among us a satisfying opportunity and they have the versatility needed for accomplishment under rapidly changing conditions. I think we can increase our number if we open up the unusual paths and if we regard the functioning of an engineer in a broader way than it is sometimes delineated. Certainly we are in changing times, and in order to encompass them and maintain the engineering profession in its proper sphere, we need to have a profession which can itself change and which can adapt. This is the challenge before the engineering profession. There is no simple formula for meeting it.

"The engineering profession is an attractive profession, for its reach is broad and its contribution to human welfare is great. Its rewards are generous, in respected position in society and in satisfaction. It has new challenging opportunities before it. To meet these it must be courageous and versatile."

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He has the latest information on concrete design and construction problems from scientists and engineers working in the Association's research and development laboratories and technical bureaus. He also knows and encourages sound concrete practices that have stood the test of time.

This extensive field engineering service, as well as the research, development and educational programs of the Portland Cement Association, is made possible by the voluntary financial support of the 68 member companies of the Association. A list of these member companies is available on request.

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